

Club Leadership Plan for the year 2026

Operational

Team Manager Workshops

We plan to run thirteen TM1 workshops and three TM2 workshops over the coming year to ensure that Clubs in the region can meet the supervision ratios outlined in the SE Team Manager, Coach & Chaperone Policy, as well as the duty of care and safeguarding requirements set out in Wavepower.

To deliver this programme effectively, the region urgently needs to recruit a minimum of two volunteers to support the delivery of these workshops.

Time to Listen Workshops

While we await Swim England's new replacement course, we must continue to deliver the current Time to Listen workshops to ensure Clubs remain compliant with the safeguarding requirements in Wavepower and can meet the criteria for Club Affiliation.

We plan to run seven Time to Listen workshops over the next year, though this number may reduce depending on when the new SE course is introduced. At present, this workshop is delivered by an external provider, UK Coaching.

Annual

Team Manager Workshops

TM 1 – We aim to run approximately one workshop per month, with two scheduled in January to meet the increased demand associated with Counties.

TM 2 – 3 a year.

Time to Listen Workshops - 7 per annum

Development

Team Manager 1 & 2 Workshops

These workshops are essential to ensure Clubs can compete and remain fully compliant with Swim England policies.

Time to Listen

This workshop is required as Clubs focus on succession planning for the Welfare Officer role and aim to strengthen their safeguarding resilience by appointing multiple Welfare Officers.

Swimming Plan for the year 2026

Operational

All meetings are held online, or in-person at championship events, as such, operational costs are minimal. For this reason, the £1700 spent in August under Code 7000 in August 2025 (Swimming Committee Costs) seems erroneous.

Annual

The Swimming Leadership Group organises annual short and long course championships; the long course championships take place over three weekends in the summer national qualifying window (March-May). The short course championships take place on the first full weekend in November, in line with all other regions.

In total, regional swimming championships take place over ten full days per year.

The region believes that its swimming competitions should offer high quality swimming opportunities, for this reason, the championships will continue live stream all events, with high quality graphics.

Volunteer expenditure forecasts have risen relative to 2025, to take into account the change in policy.

Development

Swim England East Region will continue to ensure that all regional talent camps are organised in conjunction with Swim England Talent.

The group is also committed to coach development; included within the budget is a small sum to facilitate visits to other programmes by coaches from SEER clubs. The SEER SLG is open to proposing budget variations when, in exceptional circumstances, opportunities arise that would benefit swimmers, coaches and team managers.

The SEER Talented Athlete Bursary was initiated by the SEER SLG; we believe this scheme ensures that no athlete is debarred from participating in development opportunities by cost.

Disability Leadership Group Plan for the year 2026

Operational

The group will hold 4 meetings throughout the year, one each quarter, to discuss athletes progression and support

Annual

The East Region Para Championships will be taking place, along with Classification in September 2026 at Newmarket.

Development

As per Swim England Guidance and development pathway we are required to deliver 3 development training days, which will travel around the Region.

Diving Leadership Group Plan for the year 2026

Operational

All meetings are held by Zoom or face to face at championships thus negating expenditure in this section.

6 meetings planned for 2026

Annual

The following events will be delivered during 2026:

- Skills 21 March 2026
- Elites 22 March 2026
- Age Groups 25 / 26 April 2026
- Beaumont Challenge 5 / 6 October 2026

All events are costed with income generated from expected entries and spectator figures calculated from previous years. Expenditure covers pool hire, officials' expenses, medals, engraving of trophies, and miscellaneous expenses.

Development

Two selected judges will attend the National Skills Finals to expand their knowledge, confidence and experience. This knowledge will be used to good effect at regional and national championships

Development plans will provide an education pathway for all technical officials. An officials course focusing on synchronised judging will be arranged to help improve judge competence and consistency in this area of judging. We currently have synchro events within our regional competitions and some of our judges are selected to judge nationally where they will be required to judge synchro diving.

An Announcers Course will be provided for volunteers. This will lead to appropriate qualification, recognition and expand our base of technical officials.

A wet rigging course will be delivered to a very small group of coaches who have the required competence in dryland rigging and are ready to progress their skills. There is currently a wet rig at Southend which is not regularly used. Advancing some coaches in this area will allow them to progress their divers' skills in the pool – particularly those who are struggling with mental blocks or moving on to more difficult skills. Coaches who are competent riggers often assist other clubs that do not have coaches with these skills therefore helping the whole region in this area.

A coach will be financially supported to complete the course to become a tutor. Diving has very few tutors nationally and none from the East Region severely restricting the training and development of new coaches. It is anticipated that a tutor course will be available for us to put a candidate on in advance of September 2026 when the new coaching courses will be launched.

Camps will be held for athletes and coach development. Highly regarded experts from the diving world will be used to provide accurate and up to date skill chains. We will be focusing on developing competition preparation, hurdles and twisting skills.

Masters Leadership Group Plan for the year 2026

Operational

Plan to meet up to four times per year by Zoom to discuss the objectives of the Masters Leadership Group and to continue to plan and implement the activities which take place each year.

Annual

The Masters Leadership Group plans to implement three activities annually.

A development day in the month of June, this year it will be an Open Water Day

The East Region Masters Championship in September/October TBC

East Region Masters Inter-County Event in November, 15/11/2026

It is very important to have all six counties represented at regional meetings so filling the Leadership group manager and any other vacancies that exist is of major importance and finding if there are specific reasons for the lack of interest in these roles.

Development

The development day aims to cover a wide range of activities intended to improve the knowledge and understanding about the needs of the athletes in this sport which our masters swimmers might otherwise not get the chance to participate in. This includes fitness diet and swimming techniques.

Open Water Leadership Group Plan for the year 2026

Operational

The Open Water Leadership Group consists of county volunteers representing the 6 counties that make up Swim England East Region, we also have two specialist members, who provide additional support and guidance and a regional director's representative. The OWLG meet three times per year to discuss and plan for the regional open water championships and athlete development training. Meetings are held on-line.

Annual

There is one Regional Open Water Swimming Championships organised by the OWLG. This event incorporates the County Open Water Championships for all 6 East Region counties, and it is also open to competitors from outside the region. The event is inclusive, in that a Para Open Water competition is also incorporated within the event, albeit in a separate start wave where possible. The Regional OW Championships are historically held in early July; for 2026 the date is Sunday 12 July.

Development

In May/June it is intended to provide a focused development training day for aspiring regional open water swimmers aged 12–18, with possibly the inclusion of a Masters element depending upon costs and space availability. The training will consist of both theoretical and practical training. The training will help develop core open water swimming techniques and build confidence and familiarity with open water environments. The day aims to equip all participating swimmers with essential open water skills and inspire their club coaches to integrate these techniques into their training programs, fostering a stronger competitive open water community across the region.

During early 2026 we wish to encourage prospective officials new to the discipline, to undertake training toward becoming an open water technical official. There will be multiple opportunities for individuals to participate in an online classroom theory course, following which participants will then require practical experience to be gained at regional events before being signed-off, if the required standard is met. Online theory course dates TBN.

Our aim this year is to also encourage existing OWTO qualified officials to continue their development onwards, by working towards taking the OW referee exam and practical assessment.

Artistic Swimming Plan for the year 2026

Operational

Leadership Group Meetings – 17 January 2026
– 11 April 2026
– 12 September 2026
– 7 November 2026

Annual

Regional Championships – We plan to run the following competitions:

7 February 2026 – All Level Figures (including Masters), Age Group Solos & Duets (12&U, 13-15), Free Team
21 March 2026 – 15+ Free Solos and Duets, All Combination Teams, Acro Team, Masters Solos and Duets
13 June 2026 – Ungraded Figures, All Combination Teams (including Masters), Masters Solos and Duets
17 October 2026 – Grade 1+ Figures (including Masters), Novice Solos & Duets (non-Age Group qualifying)

Development

Regional Grading Days – We plan to hold grading days in January, May, July, November & December.

Regional Squad Training for and attending Regional Games – We plan to hold 2 Regional Games training sessions before the competition in May and then another 2 training sessions at the end of the year for preparing for 2027 Regional Games.

Judge Level 1 Course – To be held either in person or online, tutor preference. Level 2 and 3 judge courses are held nationally and with the new World Aquatics rules coming into play, tutors will be limited so will be offered to clubs.

Scorers Course – This is to be held in person aiming for one course in the year. Due to the new scoring system coming into force, Chief Recorders are being asked to put on courses in their own region.

Annual National Conference – Clubs are encouraged to attend this at the end of each year to ensure that we are up to date on all things Artistic Swimming, aimed at coaches and judges. It hasn't been held the last 2 years but are assured this will be happening in 2027.

East Region Water Polo Plan for the year 2026

Operational

The East Region Leadership Group will meet quarterly to discuss operational requirements for the region. A member of each Water polo club within the East Region will be invited to attend each meeting

Annual

The East Region intend to enter teams in the following categories at the inter-regional tournaments 2026; U14 girls (November/December), U14 Boys (November/December), U16 Girls (June), U16 Boys (June), U18 Girls (October), U18 Boys (October) (U18 IRs were originally due for February)

Development

The focus in 2026 will be on player development through match play as it has been identified that there is limited opportunity to compete within the Region other than travelling to Croydon for London League. The East Region Water Polo intend to replace the all-ages Regional Academy sessions with age targeted league games held monthly for the age groups U14 and U16, excluding July, August and December. The aim is to Develop players match experience to progress development of the sport. To hold a warm-up tournament to decide the team going to the Inter-Regionals.

The East Region would like to hold a regional grand prix event for U16's (final age group to be discussed and agreed at the next Leadership working group). Event to be held in April to showcase the talent of each club within the East region

The East region would like to host an inter-county tournament to enable players to compete for their county with the target being to enter the inter-county games held nationally in October

Swimming Officials Leadership Group Plan for the year 2026

Operational

Purpose: - To ensure effective development of officials for Swimming galas, including Masters and Disability swimming within the Swim England East Region, in accordance with the Swim England East Region Development Plan and requirements of those disciplines.

The Committee intend to meet up three times per year within the Region by Zoom to discuss the objectives and items that arise to ensure effective development of swimming technical officials (STO's), with guidance and direction from the Aquatics GB and Swim England. Up to 8 members of the committee are eligible to attend each meeting, 6 of those from County Associations / sub regional bodies and a Regional Director representative. Further meetings can be scheduled if required.

Annual

The Officials' Manager will centrally manage the administration of all regional swimming technical officials (STO) courses undertaken within the Region. Administrate the availability and allocation of STO's for all regional galas together with gala support, appoint Technical Directors to the Regional LC and SC Championships. General administration and support for the region as required, attend national meetings as required.

The Swimming Officials' Manager maintains the Regional website pages for swimming officials and publishes regular Regional Officials Newsletters.

Development

Development of Referees	
<u>Area/ Objective</u>	<u>Activity</u>
<p>Regional AGB Referee Trainee candidates provided with extra theory training opportunities by referee course leaders at venue in the region. A face to face meeting, allowing a classroom learning environment.</p> <p><i>This will be dependent on how many apply for the training nationally from within the region.</i></p> <p><u>(Consideration to candidates from outside ER subject to an administration charge payable £50.00)</u></p>	<p>Arrange 4 structured days of training centrally, offered to all applicants within the region <u>subject to approval by their course leader</u>, providing a minimum of 3 regional candidates agree to attend the first training session.</p> <p>Expenses payable to presenters. Room hire costs, light refreshments (tea, coffee etc).</p>
<p>Referee practical poolside assessments for candidates that have passed examinations, provision for paying travelling costs for two assessors each assessment.</p>	<p>Expenses payable to the two assessors, who assist at the assessment.</p>

<p>Online Referee update CPD's as and when required during the year.</p>	<p>Presenters to provide online training in connection with duties and information required for their training and updates requested by AGB or SE.</p>
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Swimming Officials Education	
<u>Area/ Objective</u>	<u>Activity</u>
<p>AGB National Para-Swimming CPD for Officials</p> <p>A minimum of two virtual opportunities each year officials to attend an online presentation for “AGB National Para-Swimming CPD for Technical Officials”.</p>	<p>Held in addition to any training requirement at the Regional Para Swimming championships.</p>
<p>World Aquatics Rules Updates 2026</p> <p>Provide virtual updates to technical officials of updated World Aquatic and World Para Swimming Rule changes in January 2026</p>	<p>Multiple update sessions held on Zoom, assistance by County Coordinators to deliver.</p>
<p>Referee Assessors Update</p> <p>An online update for all regional Course leaders</p>	<p>To ensure all Course Leaders are up to date and working to the same process and outcomes.</p>
<p>Starter Acting as a Referee Refresher</p> <p>A face to face meeting of Starters who act as referees at lower level meets. A refresher on the theory part of the role and upskilling them regarding the required skills on poolside.</p>	<p>Held in a village hall, with light refreshments during the day (attendees bring their own lunch). Various presentations and handouts. Assistance by members of the SOLG.</p>
<p>Question and Answer Evening</p> <p>Opportunity for Regional Officials to submit in advance questions to the SOLG and invited Guest speaker.</p>	<p>Online via Zoom, no meeting costs.</p>
<p>Online Guest Speakers</p> <p>Opportunity for Regional Officials to attend, listen and ask questions.</p>	<p>Online via Zoom, no meeting costs.</p>

Swimming Technical Officials - Licensing	
<u>Area/ Objective</u>	<u>Activity</u>
<p>Payment of AGB Official’s Licence Renewal Fee To encourage licensing and retention of current licensed technical officials attending our clubs, County competitions and Regional Championships.</p> <p>The Licence is valid for a 4-year period; a proposal that the Region pays all regional licensed swimming official’s licence renewals, a change to previous year’s budget submissions.</p> <p>Currently there are 847 AGB Licensed Technical Officials within the Region.</p>	<ul style="list-style-type: none"> • Achieve sufficient licensed officials to allow our members clubs, Counties and the Region continue to run and retain volunteers required to staff competitions. Competitions are one of the major sources of income for clubs. • Renewal fee £5.00 payable by Region. • SE send monthly invoices to the Regional Officials’ Manager for checking and authorising payment by the Region. • All Regional Licensed Referees can sign renewal forms for volunteers, who submit the application direct to Swim England direct, cutting out any administration costs.
Workforce/Volunteer Development	
Technical Swimming Official Development	
<p>Continue to develop a comprehensive programme of official education in line with the AGB programme to increase the number of active officials at all levels for the benefit of club county, region and national bodies.</p>	
<p><u>Intention</u></p> <ul style="list-style-type: none"> • Increase/retain the number of registered officials at Judge L1, JL2 and JL2S • Delivery of structured JL2 & JL2S theory courses online within the region (nationally this is seen as good practice with a common message delivered by the East). • Ensure continuous development of existing officials and to enable them to meet the requirements of the licensing scheme. • Mandatory CPD’s of WA Rules Updates due in 2026. • Ensure that the officials and courses pages on the regional website is up to date and informative. • Ensure that regional SOLG minutes provide information/procedure updates to anyone reading them. 	<p><u>Action</u></p> <ul style="list-style-type: none"> • Counties to actively encourage volunteers to participate by facilitating AGB courses • Delivery by SOLG members and specialist identified officials. • Updating officials and enable them to obtain or renew a AGB official’s licence • To continue to upskill members and provide them with new information/ procedures. • Regional Manager to update the regional website information and update minutes of meetings